



# Overchurch Junior School

## Uniform Policy

Ratified by FGB	
Date ratified by Governors	
Date reviewed	
Next review date	September 2022
Signed: Headteacher	Anne Sheridan
Signed: Chair of Governors	Julie McGettrick

# School uniform policy

[Insert school name]

Delete and  
replace with  
school logo

Approved by: J.McGettrick Date: 15/6/22

Last reviewed on: 15/6/22

Next review due by: 15/6/23

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### 1. Aims

This policy aims to:

- Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- Clarify our expectations for school uniform

### 2. Our school's legal duties under the Equality Act 2010

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Mrs Elwill (Deputy Headteacher), who can answer questions about the policy and respond to any requests

### 3. Limiting the cost of school uniform

Our school has a duty to make sure that the uniform we require is affordable, in line with statutory [guidance](#) from the Department for Education on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have to have a school logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits parents' ability to 'shop around' for a low price.

We will make sure our uniform:

- Is available at a reasonable cost

- › Provides the best value for money for parents/carers

We will do this by:

- › Carefully considering whether any items with distinctive characteristics are necessary
- › Limiting any items with distinctive characteristics where possible
- › Limiting items with distinctive characteristics to low-cost or long-lasting items
- › Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- › Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
- › Avoiding different uniform requirements for different year/class/house groups
- › Avoiding different uniform requirements for extra-curricular activities
- › Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- › Making sure that arrangements are in place for parents to acquire second-hand uniform items
- › Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- › Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

## 4. Expectations for school uniform

### 4.1 Our school's uniform

At Overchurch Junior School we believe that the wearing of a school uniform enables children to identify with their school, gives a sense of belonging, is practical and smart, reinforces a positive work ethos and reduces expenditure for parents/carers. This includes our PE kit. Please ensure your child has the correct uniform and PE kit for the summer term.

We do have a wide range of uniform items available from our uniform swap. Please call in to reception and ask if there is anything that you need.

#### **Uniform Details**

White polo shirt.

Dark grey skirt or trousers.

Bottle green sweatshirt with the school logo.

Green gingham dresses or grey shorts may be worn in the Summer term.

Black footwear (No open-toe or strappy sandals)

#### **PE Kit**

Plain white T-shirt or a plain T-shirt in your child's 'house' colour, plain black shorts, tracksuit bottoms or leggings, training shoes or plimsolls.

A plain black tracksuit is also useful for outdoor activities during the winter.

## **Jewellery and Hairstyles**

On Health & Safety grounds we do not allow children to wear jewellery in our school except for simple studs when ears have been pierced and a watch. Hairstyles should be sensible and suitable so that children can concentrate on learning. (No severe shaves, tramlines or patterns. No mohawks or hair colours.

N.B: On Health & Safety grounds, we do not allow children to wear jewellery to school. The exceptions to this are stud pierced earrings. We ask the children to remove these during PE lessons or, if they cannot be removed, to cover them with a plaster brought in from home. This is to prevent them from causing injury. Make up and cosmetics are not considered appropriate or consistent with our school uniform. The school does not permit such products to be worn by any children, unless there is a specific event for which the Headteacher has given permission.

<https://www.overchurch-junior.wirral.sch.uk/school-uniform/>

➤ Branded items are optional

➤ Expectations for PE and swimming kit

➤ Expectations for jewellery and hairstyles (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010)

➤ Expectations for shoes, bags and coats

➤ Which items are only required in specific circumstances or at certain times of the year

Coats are required in cold weather

## **4.2 Where to purchase it**

➤ Parents and carers can obtain the uniform from our website, also available from 'high-street' retailers

➤ Information about second-hand uniform, for example:

- OJS Matters & Mrs Elwill arrange a second-hand uniform sale and exchange half termly

## **5. Expectations for our school community**

### **5.1 Pupils**

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

➤ On the school premises

- Travelling to and from school
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

Pupils are also expected to contact Mrs Elwill if they want to request an amendment to the uniform policy in relation to their protected characteristics.

## 5.2 Parents and carers

Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents are also expected to contact Mrs Elwill if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with our school's complaints policy

The school will work closely with parents to arrive at a mutually acceptable outcome.

## 5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in line with our positive behaviour policy

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

## 5.4 Governors

The governing board will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

## 6. Monitoring arrangements

This policy will be reviewed yearly by Mrs Sherian. At every review, it will be approved by the full governing board.

## 7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality policy
- Anti-bullying policy
- Complaints policy